MTEC Meeting Minutes

MTEC Full Council Meeting
January 22 - 23, 2001
Capitol Plaza, Jefferson City, MO

Patti Penny opened the meeting by introducing Ben Uchitelle the newest MTEC member. This was followed by introduction of MTEC members, staff and guests.

Words of thanks from Betty Trimble were presented. Patti expressed her appreciation of support from Betty, who retired as director of Northeast Region the end of December, through the trying times of transition into the Workforce Investment Act.

Patti announced the resignation of 2 MTEC members, George Eberle and Rick Hendin. Resolutions for both will follow later in the meeting.

Adoption of 10-11-2000 Minutes

Dr. Wittstruck asked that a clarification be attached to the minutes under the Return on Investment (ROI) heading where Dr. Russ McCambell was noted. The sentence, "Any additional contract should not include any information on ROI," did not mean the University of Missouri was not to report ROI to MTEC. The previous contracts already included the funds and data for the development of the model for ROI and those contractual agreements, to provide ROI to the Council, are still to be met.

John Wittstruck moved that the 10-11-2000 minutes be approved with the change. Ron Breshears 2nd. Minutes were approved.

Program Coordination Committee Report Alise Martiny

- Committee reviewed the local performance measures and projections, included in your packet. Basically they are the previous years performance and the projected goals for the next three years. Keep in mind that they are built from the unemployment earnings data that we received. The committee had several concerns one being the attainment rate of 45% on educational and occupational skills. They will be keeping a close eye on this. There will be another committee meeting prior to the n ext council meeting to get the actual evaluations together. The Executive Committee mentioned a few items they thought would be helpful, the implement rate in the area, funding that has been spent so far, and over all percentage rates. If we are unable to meet the criteria the first year we can be sanctioned the second year and lose 5% of our funding.
- An item that needed to be brought to the Council dealt with state plan modification.

    Executive order 01-02 moved the Division of Aging from the Department of

Social Services to the Department of Health. This created a need to provide an avenue for input to MTEC and the state workforce investment planning efforts. The Program Coordination Committee as well as the MTEC Executive Committee has approved that MTEC direct the One-stop Executive Team to add the Division of Aging as a member to provide an avenue for their input.

Catherine Leapheart moved that it be approved. Bill Treece 2nd

Motion passed.

Alise added with that this would require the state plan to be modified as well as the conflict of interest policies of the bylaws.

> Ron Vessell suggested the next time this type of information is presented, so we stay focused as a system, we might want to include information from all the programs and how they match by counties, areas, and etc. We should be looking at all programs concerned. Programs from Vocational Rehabilitation, DSS, DFS, etc. should be included to show all the effort.

> Tom Jones agreed and suggested, even recommended, in terms of staffing for MTEC and activities of the council it would be very helpful to have more of the staff from the other Departments involved in some of these efforts. To make certain that the issues involving the other departments are included.

Marketing Committee Report Jim Dickerson

- Rick Beasley gave an in depth preview of the proposed MTEC website for the committee. It's basically an institutional site for MTEC explaining who MTEC is and what we do. The committee discussed who the targeted customers are and if their concerns will be met. Rick gave an abbreviated version of his presentation to the Full Council.

  Is this on the state home page website? Will you be able to link to it from there?

  At this point it is still under development but you will be able to link to it from the Boards and Commissions drop down on the state home page.

  Will you be able to give, maybe once a year, feed back on how many hits the site receives?

  We talked about that and are not sure if that can be tracked just yet.

  Jim followed up by saying the committee discussed the sites that could be linked on the MTEC site.

- The committee hoped to have proposals at the next meeting of what MTEC can do to

assist the locals with marketing efforts. Opinions will be solicited from the locals on what they feel is needed in their area.

Special Focus Committee Mikki Brewster

The Executive committee heard a preliminary report on the status of the Diversity forums. In lieu of repeating the report a written report was distributed and they were asked to direct their attention to attachment 1 that gives particular recommendations of summary for review. Not asking for action at this time since the outcomes and strategies being developed for the strategic plan are pretty much in synch. This will mainly require keeping on top of and updating the strategies on diversity as we move along.

- Action taken by the Executive Committee directed staff to continue with the diversity forms. With the 3 remaining Forums to be completed by April 15th.

Strategic Planning Committee Ron Breshears

Council members should have a copy of the plan. The committee has had 3 sessions to develop the strategies. He mentioned that in the handout there were tasks listed. That is a sample of what the staff will be doing. Today the goal is for MTEC to approve the strategies and goals and then take it to the governor as recommendations for him to consider. The committee feels that these goals will set the course, the focus, for workforce development in the future. If the governor requests and charges the department heads to come together and work together as a team we can accomplish what we have set here as goals. Ron walked the Council through the strategies and discussed the goals for each of the 5 strategies.

Questions after his presentation.

Relationship between our Workforce Investment Act (WIA), State Plan, and this Strategic plan, could you clarify that?

The strategic plan is where we want to go. It's under the umbrella of and helps implement some of the key factors we need to fully implement the effective state plan.

Tom Jones further stated that this strategic plan help us to meet the initial purpose of the WIA which was a collaborative/coordinated workforce system within the state. The state WIA plan basically was certification of all the things in the law.

Jim Dickerson added, it would be absolutely crucial that we not tarry on carrying this vision in a meeting with Governor Holden, getting him to set a tone with his new cabinet on this vision. I think we already have a Chief of Staff that understands this vision, has a background with this Council, and that's an opportunity in it's self.

Joe Driskill stated it was important that everyone understand what we are doing here before we do it. This is what we recommend as broad change in government in the workforce policy. He didn't think there was any turning back once we set this plan in place because it is

in fact the general direction we said the workforce policy should go.

Joe then made the motion to approve the Strategic Plan as presented with the changes. Ron Vessell 2nd. Motion passed unanimously.

Ron then asked that the staff get back to MTEC as to a good time to get access with the Governor and share this information. Let's not let this fall through the cracks. He would volunteer to come down along with who ever else needed to be present, so we can get this to the Governor.

- **Resource Mapping Tom Jones**

  The resource mapping survey was conducted for the initial purpose to determine the amount of funds that are available to the workforce system and how the use of the funds could be coordinated to create a more seamless system of service.

- Approximately $397 billion allocated to the entire state across all the agencies for the employment and training arena. This may seem like a sufficient amount but virtually all the funding is siloed and prohibits collaboration for the use of the funds. The handout details how much each department is contributing to employment and training activities both by dollar amount and percentage. For example the Department of Elementary and Secondary Education (DESE) constitutes approximately 48% of the workforce funding in the state, the Department of Economic Development (DED) Division of Workforce Development (DWD) approximately 33%, while Department of Social Services (DSS) nearly 18%. The percentage of funding being contributed by the Department of Higher Education is not reflected in the report but will be added and is available.

- When the report was commissioned we were to come up with recommendations on how the information could be utilized.

  1. Resource Mapping should be an on going process
  2. Annual report for each department discussing changes in grant awards, expenditures, and new programs. An evaluation of effectiveness of the system can be pulled from this summary product.
  3. In order to develop performance measurement for the entire system, a report of client statistics should be given from each department to determine an over all effectiveness of the achievements of the system.
  4. Continue efforts to develop a resource mapping system for each local region/area.

  Ron Vessell wanted to add he thought it was important we talk about resources but also talk about all the outcomes that are going on. Once the Council understands what is going on out there they can then determine where to target efforts. This is a good starting point.

Evaluation and Awards Committee Fred Grayson

- **MU Contract Tom Jones**

  A copy of the proposed contract with the University of Missouri-Columbia (UMC) for continuing evaluation of the Missouri Workforce Development System was provided. We have discussed this in previous MTEC meetings the fact that we want the UMC to continue to provide data to support a number of the employment outcomes. This draft contract will continue those efforts. We have also added in that we want them to continue to provide return on investment (ROI) data so we can examine the cost effectiveness of the workforce system of the state. This contract would run January through June of this year, 2001. In conversations with several departments a detail examination of ROI would literally take years. So we want to give the UMC the opportunity to give us as accurate information as possible. So we are proposing we give UMC from July, 2001 through June, 2002 to get us the information on ROI.

  What is different in this contract from the former contracts?

  It's historical data, but in this contract we wanted to make sure the information that had not been provided, that was included in the previous contracts, was provided to us. We want them to follow through with what has been previously paid for.

  Is the staff completely satisfied with this new contract?

  We have held several meeting with the UMC since the October meeting. In each one of those meetings we were crystal clear in terms of the fact that there were portions of the previous contracts where the activity had not been completed. The bottom line, we have paid you for activities and we are not happy that we have not received the information/product we have paid for. This is what we expect in this particular contract in the future.

  What is it we have paid for and they haven't delivered?

1. Return on Investment
2. In your hand out, Item D, the analysis that indicates which type or combinations of services are associated with the greatest increase in worker earnings, and E, the analysis to show whether participants in the Workforce Development System are segregated into low wage employers or industries.

   What does the $80,000 pay for?

   The data in items A, B, & C that is almost identical to the previous contracts we have had in the past.

Is this the first year they haven't fulfilled their contract?

No, this information that we are asking for probably goes back 2 years.

John Wittstruck asked if he could clarify. I don't want the council to assume that the UMC didn't do this or ignored this. They have presented ROI models, here's how it can be done. They have never been given the go ahead to do the analysis through MTEC, Division, or Department approval of the model. This contains a model, what they will need to do the ROI model.

Do you think we have fixed what was broke in the last contracts and we can get the information that the UMC needs? Is it clear between the staff and the UMC exactly what the expectations are?

Yes, without a doubt there was a clear understanding and expectation on the part of the University as to what MTEC would like to see in terms of ROI and on the outcomes. I think John hit on it. What is going to fix this is, at least on the ROI piece, the information that needs to be provided to the University from the different state agencies in order for them to apply the data to the model and come back to us with the cost effectiveness of employment and training issue.

If this is approved today when will they start delivering?

We would like from them, on the four outcomes, is to provide a report by June 2001 for the periods that they have not been reporting.

In order for this to work, the information needs to be there from the departments. Could you go over the time lines again so the departments can see if they are achievable for the agencies to provide that information?

When this was drafted it was based on the assumption that we would have an MTEC meeting in December. Based on our discussion this morning, we thought we would need to extend the amount of time necessary for them to do the ROI analysis. We are looking at a period starting July 1, 2001 and ending on June 30, 2002.

Tom stated that the document will be revised breaking out the two separate areas and will come back in full. We would hope to get it out for approval before the April meeting. **Tom withdrew the request for approval today, until I get you back a clear document with correct dates.**

Tom did ask the Council questions on an issue. Item 4, page 1 of draft, How many people who had contact with the Workforce System moved from below to above the poverty line? It has be brought to his attention that this particular outcome is based on us looking at the wages of an individual and comparing it to a poverty level of a two person house hold. **With the Councils permission I would like to have UMC research the poverty level one on one as opposed to one on two.**

Patti asked if there were any objections to his request. There were none.

- **New Monitoring System Lindell Thurman**

  Lindell provided a power point presentation to summarize some of the major changes that will be introduced this year for our state oversight system. Historically the idea behind the previous system has always been to look at compliance issues to see if the local areas are complying with the law. WIA allows us a new opportunity to improve the system. The new system will involve the partners, Local Workforce Investment Boards (LWIB), Local Elected Officials (LEO), staff, customers, and MTEC. It will focus more on the one-stop concepts. Be an assessment of overall strengths and weaknesses, things we need to do in order to be better, and recommendations/observations on how to best target technical assistance and training throughout the system. This system could be used to identify best practices, where the law or regulations are not being complied with on a "macro" scale and facilitate local solution for local problems. Maintain strongest compliance role at the level of legal liability, more efficient use of people and time to achieve greater cost efficiencies and influence change.

  Jim Dickerson asked if MTEC could have the opportunity to review the documents prior to the oversight visits?

  Lindell said yes. He would need a few days. Everything is in draft form and he wanted to get DOLETA to give it's OK.

  Could the Toolbox address the globe of client tracking?

  It would need some modifying and agreements in policies among the state partners to get done.

  Ron Breshears stated if we have a tool out there that might work then let's get serious looking at it and get the partners on board and maybe we can solve the whole problem.

  Joe Driskill asked if next time we get together, in addition to having the analysis of the detail of the questions to be asked at the visits, could we have a presentation of toolbox and the options and possibilities that could be applied if certain decisions were made?

  Discussion incurred as to whether the sight visits should be delayed as we are in the middle of the year and it appears it will be delayed another 3 months to see if we are in compliance if we wait on the questions to come back. It was decided after the new oversight system has been review by DOL, we'll send it out within a week to MTEC members for review and set a date for comment. If we haven't received any comments by that date we'll assume there are no

problems and we'll proceed.

Cisco Networking Academies Presentation Bart Washer

Rick Beasley gave introduction into the Cisco presentation by saying Missouri is one of the best States Cisco has as far as our academies. He asked Bart here to share some of the issues the Department of Elementary and Secondary Education (DESE) are doing and how they are working with the business community to raise Information Technologist (IT) skills here in Missouri.

Bart Washer is the Director of Industrial, Engineering Technology, and Health Sciences Education. Bart was asked about 3 years ago to investigate a company called Cisco Networking Academies. They found a company who not only knew there was a sever shortage of IT workers but was willing to step up to the plate and not only put their support and name behind it but put financial and personal resources behind it also. This program was designed for high school juniors and seniors. After 280 hours of 1 hour drawing instruction a student would be able to leave secondary education and either progress into their direct world of work or they would be able to further their education into lifelong learning system. The Cisco curriculum is real world, hands on and is updated continually over the internet. Students can leave high school or post secondary education with an industry recognized credential (CCNA). It is a national and international recognized credential with full transferability from state to state. Students are leaving with a CCNA in hand and receiving starting salaries from $40,000 to

60, 000 a year. They must continue their training and work toward furthering their education.

Bart went on to explain the requirement to be an academy.

How many Missouri students do we have?

We have 37 academies and those range for 10 to 20 per. We don't have access to specific information due to student confidentiality.

Rick added one reason we asked Bart here to make his presentation was to help align what they're doing with other programs out there. An interesting note is they are trying to work with Metropolitan Community College in Kansas City. Their business center there. Also so the title 1 providers could be aware of them because Cisco has an adult component that would allow some of their constituents to utilize their services. The top 5 occupations are in IT.

What are we doing in the broader front? To not only teach Cisco certification but all the other standard certification such as machining, metal working, and industrial maintenance where there are occupational certification.

We are participating with automotive service excellence, auto collision, and auto technology. We're active with the American Welders Association, Culinary Arts Association, and Microsoft certification, to many too name without forgetting one.

Joe Driskill brought up the fact that there are employers who say we can't get enough of X & Y to hire. Then on the other hand we have this big system where we spend a lot of money educating and training people and we are still wondering if we run afoul of the constitution getting people into programs where we know there are employers wanting jobs. There seems to be a miss match.

Bart agreed and said he would like to come back and give a presentation on what we want our students to be - Successful. Does that mean going to the four-year institution route or does it mean to get real skills and go to a two-year post-secondary?

John Wittstruck brought up that one of the performance measures they are tracking at Higher Education with the state plan for post-secondary technical education is how many students are graduated with or complete programs that leads to certification under the different fields. We should be able to get that down to occupational groupings. *Then he asked if the Cisco Academies were self-supporting? Are they driven by fees that are paid?*

DESE actually reimburses salaries for instructors. There is a Vocational 50/50 match, Vocational Enhancement Grants (75/25), and Technology Grants through DESE's special state instructional program section. When you get to the post-secondary side we still reimburse salaries and equipment but for the most part they are self-supporting.

USDOL WIA Implementation Update Bob Wilson

The Department decided in late fall that we needed to take a look at the WIA and how it was being implemented among the state to see if we were on track. In late November early December we took a look at some of the local area of all 50 states to get a feel of the implementation of the act. This is what the report is about.

- The 10 state Region V overview
    - The over all conclusion for Region V is that basically the states are implemented. Nearly all the elements that ETA identified could be reviewed got it. Five states Indiana, Michigan, Minnesota, Missouri, and Wisconsin were substantially implemented all required elements as December 31, 2000. 4 states Illinois, Kansas, Iowa, and Nebraska have implemented all small elements and expect to be fully implemented by June 30, 2001. Ohio has a large number of elements yet to be implemented.
    - The transition for most of the states required adaptation not major makeovers to the structure of their Workforce Development systems.
    - No significant change to the local area boundaries originally established under JTPA except for Ohio.

- Missouri had a 3-day overview. This encompassed a sit-down administrative review in Jefferson City. Then visited 2 local areas Central and Ozark.
  - Fully implemented
  - Governor certified 14 Workforce investment Areas and boards.
  - Currently 35 comprehensive one-stop centers known as Missouri Career Centers (MCC) with 181 satellites
  - Central region has 5 comprehensive MCC with various degrees of integration and 27 satellite centers.
  - Ozark at time of review 2 comprehensive MCC but are in the process of combining the 2 as both are in the City of Springfield. There are 9 satellite sites. The team was impressed with the implementation process not only at the state level but also at both local levels.
  - This was not a compliance review. It was a chance to look at the implementation of the elements to bring about the WIA.

UI Customer Service Discussion MTEC Members

Jim Dickerson began by saying he was on the board as a local WIB Chair. You may be aware of the fact that in recent months the entire country has been moving Unemployment Insurance (UI) claims away from the system where basically you visited the Unemployment Office to a call in system. There have been difficulties, as there will be with any new system nation wide. I recall a discussion as to what we would do when the workload increased. I think we failed to realize what that load was going be. We started to get reports from customers that just weren't good so I started visiting our career centers sometimes dressed in an old pair of jeans. I do not mean for this to reflect on the people at DOLIR or the call centers because I think they are doing a great job. We need to discuss this to see what can be done in the "system way" what we might to do assist as a team. What I hear in Washington is that it is not Missouri where they need to get involved to resolve issues so I don't want to suggest, by any means, we have a worst problem than others. We have a good team that's a partnership and DOLIR has done an excellent job of implementing this new system.

Catherine Leapheart said there were several reasons this has come about. This year our workload went up due to snow, cold, and the layoff of construction and also the state hiring freeze that would not allow UI to hire any addition people. She provided a report that reflects the workload and average wait times. Tom and I will continue to work together and our staff to improve customer relations. I also feel that the other partners need to know there are re-employment money coming into the one-stop centers and they should be working with the claimants just like the claim centers do. Tom and I have scheduled some training. DOLIR staff will be going out to each of the Workforce Career Centers doing 2 hour training with the staff, tell them what to do if this problem should occur again and making them aware that they too are to be working with unemployed people.

A member of the audience spoke up to say he was an employee of DWD with a MCC. They also are experiencing problems. He understood there was the ability to register via the Internet Their WIB board addressed that at their last meeting. This would be a good relief if it could be instituted in the career centers. Not so much to answer questions but to help the

people who are dependent upon them to get the services. If there is anyway that this agenda could be forwarded it could provide relief to help people, not as deputies of DOLIR, but as people trying to serve customers.

Tom Jones stated this is not just a December issue it is a year round issue. Customer Service is extremely important to me and I have made that point to the staff of DWD. I have made it clear in terms of what we want Lindell's staff to do in terms of evaluation. Look at customer service in MCC's around the state. Our Division (DWD) wants to go further with our staff other than just this session. We would like for MCC staff to be able to answer minor questions customers have with the system.

Chair Patti Penny recognized Joe Driskill who presented a resolution that had been to and was approved by the Executive Committee. The resolution is related to the subject that was up for discussion.

The resolution reads;

The Missouri Training and Employment Council hereby request that the Departments of Economic Development and Labor and Industrial Relations cooperate together to implement a streamlined Internet-based system for employers to report employee occupations, wages and hours worked. The purpose of the system is to provide businesses and job seekers real-time access to wages paid by industry and occupation, in local, regional and statewide markets. The target date for full implementation is July 1, 2001. If desired by business, the system may also include fringe benefits. Consistent with current law, measures will be taken to ensure the confidentiality of information provided by individual businesses.

Joe asked that the Full Council to adopt the resolution.

Jim Dickerson made the motion for adoption by the Full Council. Ron Breshears 2nd.

Could there be something added to prohibit prevailing wage?

Joe had no problem with that, as it was not what was intended.

Jim Dickerson agreed to amend his motion to specifically prohibit the use of this information to determine prevailing wage.

Motion passed.

To finish up Jim Dickerson proposed a working group composed of DOLIR, DWD, and other Career Center partners involved. Since Jefferson City is in his region they would host the work group meeting at the Career Center here.

Patti reminded everyone to review the MTEC proposed calendar for 2001 this evening, as it will be first on the agenda tomorrow.

MTEC Calendar for 2001 Patti Penny

- Next meeting will be in Jefferson City on Wednesday April 18th starting with Committee meetings at 8:30 –10:00 AM, Executive Committee 10 AM – Noon. Full Council will meet from 1-5 PM then reconvene Thursday morning 8 adjourns at noon.
- There will be a WIB Chair meeting in conjunction with the April MTEC meeting. This will be held 1 – 5 PM on April 19th and reconvene Friday morning April 20th 8:30 Am – 4 PM.

- June MTEC meeting will be held in Joplin at the Career Center on June 4th and 5th. Times again start with committee @ 8:30 – 10 AM, Executive Committee 10 – noon, Full Council 1 – 5 PM finishing on the 5th 8:30 – noon.
- October meeting will be held in Conjunction with the Governor's Conference as usual. Dates will be determined by those dates.
- December meeting will be held in Kansas City on December 3rd and 4th *It was asked if we could begin around 9:30 to accommodate those flying in from St. Louis?* We will keep that in mind. Times will be determined

USDOL Bob Wilson

Bob returned to answer a question posed to him yesterday about what some of the other problems where around the nation as far as implementation of the Workforce Investment act. Basically he has the 10-state region five information.

- 2 states lacked physical one-stop centers
- Couple of states lacked fully implemented Memorandums of Understanding (MOU).
- Overall the WIA participation registration is down compared to JTPA for the same period last year.
- Many Eligible training providers are complaining about development the performance of cost information. There is a fear that a lot of providers may drop out because they don't want to go through the process. That's something we all may need to take a look at to provide some technical assistance to try and improve that situation.
- Most of the Youth Councils were in place. Many hadn't done anything yet because they were a new element to the local boards. Many of the youth council members need some training as to what it is their job is about. This Region held a youth meeting in December and hopefully we can work on providing some assistance to the youth councils so they can be productive.
- Management Information systems, general the financial side, is Ok in most of the states. Some states are having difficulty with the participant reporting systems. A lot of that is due to the fact they are expanding their systems to include case management and other things.

Health Partner Resource Diana Daldrup

Diana is Executive Director with HealthResource Partners. A non-profit organization based in Kansas City, MO that does workforce development for health professions in Kansas and Missouri.

- The organization is focused on workforce development done in a collaborative or partnership manner by bringing together employers, educators, professional associations, regulatory bodies and organizations that will help us to collaboratively deal with workforce issues dealing with health occupations.
- Three areas they focus on. Workforce planning, Health career promotion, and technology integration that is local funding for a one-stop career shop for health professionals on the Internet.
- Comprehensive approach to target students, parents, counselors, employment agencies, military reserves, and Healthcare professionals on a face to face communication component.
- Rolling out a media campaign including new articles, public service ads, billboards, TV & radio adds, direct mail, and has also put an 800 number in place.

Diana also walked MTEC through each "compartment" of their web sight. The "compartments" make it very user friendly.

Diana asked for questions.

Joe Driskill asked if they had considered Missouri or Kansas Works?

They were not aware of Missouri Works until last summer and have discussed how they could link to it. They did want it to be healthcare specific due to pieces you couldn't typically find on another job bank such as certification and license component and they are not available on either Works. Would like to some sort of link or connection because they are non-profit.

If we were to contact you to help us help you, maybe design a cross over, would you open to it?

Absolutely, in a heartbeat.

Nick Nichols mentioned that when you think about healthcare you think about doctors and nurses when actually they make up only 1/3 of the healthcare workers. There are numerous positions and opportunities many are less skilled and you don't need to be certified or licensed.

Where do you get your funding? And you don't seem to be doing much work in the St. Louis area.

The funding for the web development has come through the SPEES foundation in Kansas City. They are the primary funder. They funded us to this level because they are taking this job bank and rolling out to other non-profit settings.

We have been working in St. Louis for about 3 months. They have pulled together their own collaborative. They have already had a counselor's breakfast. They cloned it off what we have been doing and did an excellent job with it. They are expanding to include a little bit of Illinois because it is again a bi-state community. They are doing really well and have only been up for about a year at most. We are just starting work in Joplin.

NGA Workforce Development Policy Forum Update

- Joe Driskill started the presentation. Several staff attended the National Governor's Association (NGA) Best Policy Practices Forum in Detroit. The subject was the relationship between creation of jobs (Economic Development) and skills of the workforce. They came away with a very nice cross-section of what's happening across the country in the new thinking of what it takes to prepare the workforce for the jobs that exist today. The way it was presented was very new. It brought together classic Economic Developers, those who think only about producing jobs, and those who think about preparing people for jobs were talking together about joint strategies.

- NGA has a web sight that is full of valuable information. It includes a section on Center of best practices. Joe suggested members visit the sight and take a look www.nga.org.

   Mikki Brewster offered her concurrence of the valuable information contained in the website. She also wanted to recommend "The Governors Principles to insure Workforce Excellence" because it gives an overview of what all the Governors are recommending in term of what states practice in terms of policies in government.

- Tom Jones continued the presentation of the NGA meeting in Detroit. Tom attended a workshop that highlighted what other states are doing in the area of Employment and Training. One of the presentations he found most intriguing was from the State of Indiana. They have the same need for increased training dollars to look at training for incumbent worker training, re-employment services training, systems development, and etc. as many other states as well as Missouri. What Indiana did was look at alternative ways of producing funding. One option was their UI trust fund, which every state has. They had to first make some statutory changes to their state law to access those funds for employment and training of UI claimants. Indiana was able to secure funds to devote just to training of individuals who had applied for and were receiving UI benefits. Tom asked and has received information from Indiana to see on how they achieved this. He was hoping to have an analysis prior to this meeting but the information was extensive. He would like to have the analysis ready for the next meeting and maybe get a recommendation from the council to look at how Missouri might be able to utilize that type of funding for addition training or systems development.

Catherine said she agreed that we needed to look at other sources of funding. She thought that the UI trust fund as set up with the tax from employers to pay for unemployment taxes for benefits for when people are unemployed from no fault of their own. If we look at taking

money out of the trust fund, and she's not against it, we need to look at putting more money back into the trust fund. We did an analysis of the fund and the way things are going right now we would have to ask for and additional tax increase in 2 years to make sure we have enough reserve in the trust fund. We need to be careful to maintain a 2-year reserve. If we end of having to borrow money from the Feds, we end up paying a higher penalty up to 10% which would negate all the good we would do by taking the money out. This is something we would need to take a close look at before we brought a proposal to MTEC.

- Tom turned the presentation over to Rick Beasley to continue the presentation. Rick attended many good workshops and had the opportunity to network with other workforce professionals.
- One of the most interesting was "Aligning Workforce and Economic Development to facilitate a skilled workforce." This workshop talked about the new economy that only Missouri is going through but also what America is going through and how we have to be competitive to compete with local society. We as a board have to look at how we are going to compete to make Missouri a very competitive state that competes not only nation wide but locally.
- 7 principles were mentioned that economic developers and workforce developers should look at as to how to align the two together.

    1. Addressing skill shortages
    2. Providing
    3. Creating accountability
    4. Be information rich
    5. Rely on technology
    6. Change firm cultures (don't just train your workers)
    7. Be special focused

        If you look at some of the 7 principals and look at the MTEC strategic plan, those principals are incorporated into that plan. So as we build our workforce we know we have developed it with the principals.

    David Mitchem concluded the presentation. Another part of the conference talked a lot about information and dissemination of information. The fact that this economy and society are changing so rapidly, it's critically important to have good information in order to make decisions. This initiative is designed to provide a real time system for job seekers and employers to access labor market information (LMI). What we are trying to do is provide an oracle data base in which employers can find out information about themselves, their structure wage wise, percentage of occupations, and by function how they compare to with the local market, with their industry, with their regional market, and statewide. Currently the information is designed around the UI database. The information system is designed to send a lot of information to Washington, D.C. who repackages it and sends it back to us. We want to shift to a system more responsive to businesses and job seekers reporting quarterly as well as annually. Occupation, hours worked, wage rate & fringe benefits are currently missing from our data.

How much of a breakdown can you provide?

The occupational code you can go as deep as you like.

Labor Market Information Bill Niblack

Franciena King

- Bill Presented an overview of Labor Market Information (LMI) and the changes that are taking place in the system. Franciena will provide a local perspective.
- Bill urged everyone to go out on the web and take a look at Missouri WORKS! www.works.state.mo.us/lmi. In the interest of time he would not be demonstrating that today. When we talk about LMI we are talking about information about the world of work. It is also referred to as Employment Statistics and Workforce Information. We want this information to be timely, accurate, localized, and accessible.
- It is being used by businesses to make decision about product and financial markets; location; employee recruitment, and training. By individuals to make choices about career, education, training and job search. Officials and policy makers use it to make decisions about law, policy, budgets, and regulation. Program planners to determine what workforce and economic development services to provide and evaluate program performance. Education and training providers to design, deliver and evaluate programs. Intermediaries including career center staff to assist other in choosing education/training opportunities and in finding employment.
- Types of LMI
- Labor force and unemployment data
- Industry employment and wage data
- Occupational employment and wage date
- Industry/occupational employment projections (outlooks)
- Information about available workers
- Information about employers
- Census and other information

- A goal of the new LMI system is to improve analysis to transform data into useful workforce information.

Franciena King, Local LMI for the Kansas City Metropolitan area, continued the presentation. Franciena had 3 items she wanted to touch on.

- How essential LMI is to strategic planning for the workforce
- Current employment in industries and occupations
- How employers and business utilize LMI

She provided charts and diagrams of questions most asked for by employers, business and job seekers as an example of what LMI can provide.

What's the initiative as far as trying to get this type of information where it is available on a

web sight?

This is an on going effort. We hope to be working with the Business/Labor Ad hoc committee and the Full Council in providing input as to what you would like to see and how you would like to see it accessible.

Accenture (formerly Anderson Consulting) David McCurley

- David began with a brief synopsis of their presentation. How some states are beginning to explore integrating of what seems to be a natural linkage between unemployment claims filing and job referrals. As folks come through the unemployment end linking directly into the workforce end and automating the links and integrating them.
- Prior to the demonstration of a couple of systems being developed for other states he pointed out a couple issues.

1. One of the objectives of the system is to put more effort and work into the job-seekers/claimants so they have the ability to file for or follow up on their claims on line. Also to be able to use the power of the Internet to take advantages of the services of workforce development.
2. The work you will see evidence of today is being built around the state's already existing investment in existing systems. These linkages are being bridged not at the expense and time required to build from scratch but certainly taking advantage of the good work that has already been done. Tying those linkages together in fairly short projects that save a great deal of money in not reinventing the wheel.

David turned the presentation over to Larry Kite. Handouts were provided for members. The presentation was structured around 5 agenda items.

1. Workforce Development Sins.

   These were developed by working with a number of States, State Administrators, Boards, Chambers, and Manufactures Associations. The main point he brought to the forefront was focusing just on WIA compliance. WIA is an increasingly important program but it is not however, from an employer's perspective, the only game in town. Linking with education, Community College systems, and University systems. WIA probably touches 2 % of the job-seeking public so there is a need beyond WIA. What they are hearing from the Employer community is not to let this become the "tail that wags the dog."

2. Strategy from Many-Stop/One-Stop/Non-Stop
3. Diagnosis: process and customers

   These are in the packet and were validated by 12 states now, 13 core business processes that the state ought to examine/diagnosis to see how well they are in

workforce development.

4. Connecting Employers to the UI Dots

Larry explained that they learned employers, accountants, and the UI claimant didn't really know the difference between UI Tax and UI Benefits. Once the process was laid out for them on how the linkage could work, all thought they could use a portion of the system. Larry then turned the presentation over to Paula Bacus for the final point and a demonstration of how the system can work.

5. Thoughts on Moving forward

What Paula demonstrated was the UI transactions that both employers and citizens can access on line through this system. Highlights were;

o The system is designed to get where you want in 3 clicks or less.
o The sights are secure. Employers have to be registered with the tax department, have a tax ID number, before they can access the sight.
o They can access the information the department has on file for them and check for accuracy and change what needs to be updated. The employer can give limited access to different areas of information.
o She demonstrated how citizens could file a claim on line.
o Sight also secure. Shows account information
o Claim history
o As claim is submitted link can be set up to automatically skills match to Missouri WORKS! This is especially helpful if they are required to submit where they have applied or searched for a job.

Final Business Patti Penny

- Patti presented resolutions for the two members who had resigned. George Eberle who will be moving out of state where his wife has accepted a position. Rick Hendin has been on temporary assignment out of state and has accepted it as a permanent position.

  Ron Breshears made the motion to accept the resolutions as presented. John Dial 2nd. Motion passed.

- Heartland Conference has been scheduled for May 15, 16, & 17th at the Westin Crown Center in Kansas City.

- Rick asked if the communication by e-mail was working for the members? We are faxing information to those who do not have e-mail available. This is a more efficient way of communicating in a timely manner.

Catherine Leapheart moved to adjourn. Patti adjourned the meeting.

Attendence MTEC Full Council Meeting
January 22 & 23, 2001
Jefferson City, MO

MEMBERS:

Sheryl Johnson-Stampley	Joe Driskill
John Wittstruck	Patti Penny
Ben Uchitelle	Tom Jones
Mikki Brewster	Jim Dickerson
John Dial	Alise Martiny
Denise Cross	Ron Breshears
Catherine Leapheart	Elaine West
Ron Vessell	Nick Nickols
Mike O'Mara	Fred Grayson
Brenda Wrench	Bill Treece
Herb Johnson	

STAFF & GUESTS:

Don Holt	Larry Hightower
Amy Deem	Bill Niblack
Steve Kraus	Lee Stanley
Rex Hall	Bob Hall
Roger Baugher	Jerry Tharp
Ben Bradshaw	Ron Swift
Kay Monks	Clinton Flowers
Bev Kelsay	Anita Henry
Diana Very	Jan Vaughn
Maria Shaub	Carol Johnson
Dru Nugent	Glenn Stinson
Teresa Alewel	Sharon Jennings
Janeen Osborne	Ron Jewell
Becky Steele	Ron Ferguson
Bob Simpson	Bob Wilson

John Cope

Harlan McGinnis

Mary Davis

Lindell Thurman

Melita Oldelehr

Glenda Terrill

Mike Merrick

Gracia Backer

Brenda Ancell